

DEPARTMENTAL OPEN -STATEWIDE
EXAMINATION
BG25/0647 (5FA08)

An equal opportunity employer to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, or sexual orientation. It is an objective of the State of California to achieve a drug-free state workplace. Any applicant for State employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service, and the special trust placed in public servants.

WHO SHOULD APPLY

Applicants who meet the minimum qualifications as stated below. This is a departmental open examination. Applications will not be accepted on a promotional basis. Career credits do not apply.

HOW TO APPLY

Applications (STD. Form 678) are available and will only be **ACCEPTED IN PERSON**, from the applicant on:

January 14, 2005 between the hours of **8:00 a.m. to 4:00 p.m.** at the addresses listed below:

DEPARTMENT OF FOOD AND AGRICULTURE
935 EAST DISCOVERY LANE
ANAHEIM, CA 92801

DEPARTMENT OF FOOD AND AGRICULTURE
2889 NORTH LARKIN AVENUE, SUITE 106
FRESNO, CA 93727

DEPARTMENT OF FOOD AND AGRICULTURE
1890 DOBBIN DRIVE
SAN JOSE, CA 95133-1701

DEPARTMENT OF FOOD AND AGRICULTURE
PLANT PEST DIAGNOSTICS BRANCH
3294 MEADOWVIEW ROAD
SACRAMENTO, CA 95832-1448

DO NOT SUBMIT APPLICATIONS TO THE STATE PERSONNEL BOARD.

APPLICATION DEADLINE

APPLICATIONS WILL NOT BE ACCEPTED BY MAIL, FACSIMILE, MESSENGER, INTER-OFFICE MAIL OR EXPRESS DELIVERY FOR ANY REASON.

Applications must be submitted **IN PERSON** on the file-in-person date,

January 14, 2005 between the hours of **8:00 a.m. to 4:00 p.m.**

TEST DATE

**It is anticipated that the examination will be sometime in:
February or March, 2005.**

TESTING METHOD

The testing method used may be one or a combination of the following: **ORAL OR WRITTEN EXAMINATION, EDUCATION & EXPERIENCE OR SUPPLEMENTAL APPLICATION.**

SPECIAL TESTING
ARRANGEMENTS

If you have a disability and need special arrangements, mark the appropriate box in #2 of the application. You will be contacted to make specific arrangements. If you have not been contacted by the time you receive a notice to appear at a test, call the California Department of Food and Agriculture Exam Unit at (916) 654-0422

REQUIRED IDENTIFICATION

NOTE: Applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.

SALARY RANGE

- Range A \$2682 - \$3259
Range B \$2914 - \$3540
Range C \$2790 - \$3389
Range D \$2914 - \$3540
Range E \$3048 - \$3703
Range F \$3192 - \$3879

ELIGIBLE LIST INFORMATION

A Departmental “Open-Spot” list will be established for the California Department of Food and Agriculture. The eligible list will be abolished **12** months after it is established **unless** the needs of the service and conditions of the list warrant a change in this period.

REQUIREMENTS FOR
ADMITTANCE TO THE
EXAMINATION

NOTE: IT IS YOUR RESPONSIBILITY TO MAKE SURE YOU MEET THE EDUCATION AND/OR EXPERIENCE REQUIREMENTS AS STATED BELOW. YOUR SIGNATURE ON YOUR APPLICATION INDICATES THAT YOU HAVE READ, UNDERSTOOD, AND POSSESS THE BASIC QUALIFICATIONS REQUIRED.

NOTE: ALL APPLICATIONS/RESUMES MUST INCLUDE: ‘TO’ AND ‘FROM’ DATES (MONTH/DAY/YEAR); TIME BASE; AND JOB TITLES. APPLICATIONS/RESUMES RECEIVED WITHOUT THIS INFORMATION MAY BE REJECTED.

AGRICULTURAL PEST CONTROL SPECIALIST MINIMUM QUALIFICATIONS	Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as "Either" I, "Or" II, "Or" III, etc. For example, candidates possessing qualifying experience amounting to 50 percent of the required time of Pattern I, and additional experience amounting to 50 percent of the required time of Pattern II, may be admitted to the examination as meeting 100 percent of the overall experience requirement. Either I Experience: Six months of experience performing the duties of an Agricultural Services Technician II, Range B, in California state service. and Education: Equivalent to completion of nine semester units of college level course work in job-related sciences. <i>(Applicants who are enrolled for the minimum appropriate college courses required may be admitted to the examination, but must show proof of completion before they will be considered eligible for appointment.)</i> Or II Two years of experience in agricultural work. At least six months or two full seasons of this experience must have been performing agricultural pest control duties. <i>(Up to one and one-half years of college may be substituted on a year-for-year basis for the nonspecialized agricultural work experience.)</i> Or III Three months (one full season) performing agricultural pest control duties, and the equivalent of a two-year degree with a major in agriculture or one of the life sciences. <i>(This Pattern may not be combined on a proportional basis with Pattern I or II.)</i> and Additional Desirable Qualification: Experience in a responsible lead capacity or as a supervisor.
	Willingness to travel and work irregular hours.
	This is the combined recruiting, training and journey level in this class. As a trainee, incumbents work under close supervision in learning and carrying out a variety of the less complex tasks which include planned procedures in the control and eradication of agricultural pests and the leading of field crews, typically made up of seasonal employees. As a journeyperson, under general supervision, the incumbent performs the full range of technical control and eradication regulatory duties including the more difficult work, and performs lead duties including guiding and training lower level and seasonal employees. Incumbents may also coordinate and direct the work of other Agricultural Pest Control Specialists, Range B, on a short-term, temporary basis.
	This examination will consist of a Qualification Appraisal Interview only. The interview will include a number of predetermined job-related questions. <i>Competitors who do not appear for the interview will be disqualified.</i> In order to obtain a position on the eligible list, a minimum rating of 70% must be attained in the interview.
SPECIAL PERSONAL CHARACTERISTICS POSITION DESCRIPTION	QUALIFICATIONS APPRAISAL INTERVIEW – WEIGHTED 100% The California Department of Food and Agriculture and the State Personnel Board reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.
	In addition to evaluating the competitor’s relative abilities as demonstrated by quality and breadth of experience, emphasis in the examining interview will be on measuring competitively, relative to job demands, each competitors: A. Knowledge of: 1. Current methods, terminology, materials, and equipment used in the survey, control or eradication of agricultural pests; 2. Pesticide regulations, safety techniques, and requirements; 3. Applicable sections of the Food and Agriculture Code; 4. The pests involved in current control and eradication project within the State. B. Ability to: 1. Communicate at a level required for successful job performance; 2. Service and maintain pest control equipment; 3. Make or direct emergency repairs to equipment in the field; 4. Lead field crews and maintain discipline; 5. Keep time records; 6. Prepare field operation reports; 7. Carry out oral and written instructions; 8. Make minute visual observations; 9. Learn and carry out varied tasks in biological fieldwork; 10. Work effectively with county, Federal and industry personnel; 11. Maintain cooperative relations with those contacted in the work.
EXAMINATION INFORMATION	
SCOPE OF EXAM AND SCOPE OF ON-THE-JOB KNOWLEDGE AND ABILITIES	
EDUCATION AND EXPERIENCE	If conditions warrant, this examination may utilize an evaluation of each competitor’s experience and education compared to a standard developed from the class specification. For this reason, it is especially important that each candidate take special care in accurately and completely filling out his or her application. List all experience relevant to the “Requirements for Admittance to the Examination” shown on this announcement, even if that experience goes beyond the seven-year limit printed on the application. Supplementary information will be accepted, but read the “Requirements for Admittance to the Examination” carefully to see what kind of information will be useful to the staff doing the evaluation.
SPECIAL NOTE:	
VETERANS PREFERENCE	Veterans preference credits will be added to the final score of all competitors who are successful in this examination and who qualify for, and have requested these points. Due to changes in the law, which were effective January 1, 1996, veterans who have achieved permanent civil service status are not eligible to receive veteran's preference points.

Continued.....

QUESTIONS?

If you have any questions regarding this announcement, please contact the California Department of Food and Agriculture, Examination Unit, 1220 N Street, Suite A-151, Sacramento, CA 95814, (916) 654-0422.

GENERAL INFORMATION

Americans with Disabilities Act, Title II: The California Department of Food and Agriculture (CDFA) is committed to a strong policy of equal employment opportunity. To this end, CDFA does not discriminate against or exclude any person from participating in the employment process, advancement, benefits of employment, or in the admission and access to programs or activities administered by CDFA on the basis of: race; color; national origin; ancestry; religion; creed; sex; marital status; sexual orientation; pregnancy; age; veteran status; political affiliation; or disability (including AIDS) as required by Title II of the Americans with Disabilities Act (ADA). Reasonable accommodations for qualified individuals with disabilities will be made available upon request. Candidates must be able to perform the essential functions of the position with or without reasonable accommodations.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. If an offer of employment is made, a medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required. All job offers are subject to an approval process.

If you meet the requirements stated you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described on the other side of this bulletin will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

Applications are available at State Personnel Board offices, local offices of the Employment Development Department and the Department noted on the front.

It is the candidate's responsibility to contact the California Department of Food and Agriculture Examinations Unit three (3) days prior to the written test date if s/he has not received his/her notice.

If a candidate's notice of oral interview or performance test fails to reach him/her prior to the day of the interview due to a verified postal error, s/he will be rescheduled upon written request.

For an examination without a written feature it is the candidate's responsibility to contact the California Department of Food and Agriculture Examinations Unit at (916) 654-0422 three (3) weeks after the final filing date if s/he has not received a progress notice.

Examination Locations: When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. Ordinarily, oral interviews are scheduled in Sacramento, San Francisco, and Los Angeles. However, locations of interviews may be limited or extended as conditions warrant.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: ① sub-divisional promotional, ② departmental promotional, ③ multi-departmental promotional, ④ service-wide promotional, ⑤ departmental open, ⑥ open. Eligible lists will expire in from one (1) to four (4) years unless otherwise stated on this bulletin.

Interview Scope: If an interview is conducted, in addition to the scope described on the other side of this bulletin, the panel may consider education, experience, personal development, personal traits, and fitness. In appraising experience, more weight may be given to the breadth and recency of pertinent experience and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of his/her experience. Evaluation of a candidate's personal development will include consideration of his/her recognition of his/her own training needs; his/her plans for self-development; and the progress s/he has made in his/her efforts toward self-development.

Veterans Preference: California law limits the granting of veterans preference credits to entrance examinations. Directions for applying for veterans preference are on the Veterans Preference Application form which is available from State Personnel Board office or written test proctors.

High School Equivalence: Equivalence to completion of the twelfth (12th) grade may be demonstrated in any one of the following ways: 1) passing the General Education Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

TDD is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TDD Device.
CALIFORNIA RELAY (TELEPHONE) SERVICE FOR THE DEAF OR HEARING IMPAIRED:
FROM TDD PHONES: 1-800-735-2929 FROM VOICE PHONES: 1-800-735-2922